Olympus Sverige Aktiebolag
Declaration on Human Rights

Olympus Sverige Aktiebolag ("Olympus Sweden") is a company incorporated under the laws of Sweden and part of the Olympus Group. The Olympus Group requires its Third Parties, as defined in the Olympus Global Third Party Code (the "Third Party Code"), to comply with the Third Party Code. This declaration (the "Declaration") supplements the Third Party Code solely to the extent that Olympus Sweden is subject to additional contractual or regulatory obligations, including under Swedish public procurement requirements. Except as expressly set out herein, the Third Party Code remains unchanged and in full force and effect.

Olympus Sweden respects all internationally recognized human rights as set out in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights. Olympus Sweden also supports the International Labor Organization's (ILO) fundamental principles and rights at work, including non-discrimination, safe and healthy working conditions, freedom of association, and the right to collective bargaining, as reflected in ten core ILO conventions (No. 29, 87, 98, 100, 105, 111, 138, 155, 182 and 187). Olympus Sweden expects its Third Parties to respect these internationally recognized standards, including compliance with the above-mentioned ILO core conventions, in connection with goods and/or services provided to Olympus Sweden. Where local laws and international standards differ, Olympus Sweden strives to uphold internationally recognized protections that afford the highest level of worker protection.

To meet its own legal and contractual obligations, Olympus Sweden may, upon reasonable prior notice and in a risk-based and proportionate manner, verify a Third Party's compliance with this Declaration, the Third Party Code and applicable contractual terms. Verification may include requesting relevant documentation, written confirmations or questionnaires, conducting remote discussions, and, where reasonably necessary, performing on-site assessments of facilities.

Any verification shall be limited to matters relevant to the contractual relationship and conducted in compliance with applicable laws, including, but not limited to data protection and employment laws, and with due regard to confidentiality, health and safety requirements, trade secrets and intellectual property. The Third Party shall use reasonable efforts to facilitate such verification and shall ensure that Subcontractors engaged for performance under the contract are subject to equivalent standards. For purposes of this Declaration, "Subcontractor" means any third party engaged by a Third Party to perform goods and/or services under the relevant contract with Olympus Sweden.

This Declaration applies to goods and services provided to Olympus Sweden. A Third Party may indicate acceptance by acknowledging this Declaration or by providing a code of conduct or policy demonstrating commitments equivalent to the standards set out in the Third Party Code and this Declaration.

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